



# THE BOUNTIFUL COMPANY

## MODERN SLAVERY POLICY

### 1. Policy statement

- 1.1. The Bountiful Company and its subsidiaries (collectively, "Bountiful Company"), including The Nature's Bounty Co. Ltd. and Dr. Organic Limited, are committed to acting ethically and with integrity in all its business dealings and relationships.
- 1.2. Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain. Bountiful Company is committed to ensuring there is transparency in its own business and in its approach to tackling modern slavery throughout its supply chains, consistent with its disclosure obligations under the United Kingdom's Modern Slavery Act 2015. Bountiful Company expects the same high standards from all of its contractors, suppliers and other business partners, and as part of our contracting processes, we will include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children, and it expects that its suppliers will hold their own suppliers to the same high standards.
- 1.3. This policy applies to all persons working for Bountiful Company or with Bountiful Company in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, interns, agents, contractors, external consultants, suppliers, third-party representatives and business partners.
- 1.4. This policy does not form part of any employee's contract of employment and Bountiful Company may amend this policy at any time.

### 2. Responsibility for the policy

- 2.1. Management at all levels are responsible for ensuring those reporting to them understand and comply with this policy and are given adequate and regular training on it and the issue of modern slavery in supply chains.
- 2.2. You are invited to comment on this policy and suggest ways in which it might be improved. Comments, suggestions and queries are encouraged and should be addressed to the Chief Compliance Officer of Bountiful Company or the Bountiful Company Legal Department.

### 3. Compliance with the policy

- 3.1. You must ensure that you read, understand and comply with this policy.
- 3.2. The prevention, detection and reporting of modern slavery in any part of Bountiful Company's business or supply chains is the responsibility of all those working for Bountiful Company or under its control. You are required to avoid any activity that might lead to, or suggest, a breach of this policy.

- 3.3. You must notify the Chief Compliance Officer of Bountiful Company or the Bountiful Company Legal Department as soon as possible if you believe or suspect that a conflict with this policy has occurred, or may occur in the future. You may also report any conflict with this policy anonymously through the Bountiful Company Compliance Hotline:

Hotline Phone: 1-800-461-9330

Hotline Website: [www.convercent.com/report](http://www.convercent.com/report)

- Company access code "NBTY"

- 3.4. You are encouraged to raise concerns about any issue or suspicion of modern slavery in any parts of Bountiful Company's business or supply chains of any supplier tier at the earliest possible stage.
  - 3.5. If you believe or suspect a breach of this policy has occurred or that it may occur, including within your own supply chain or business, you must notify your manager, the Chief Compliance Officer of Bountiful Company or the Bountiful Company Legal Department as soon as possible. You may also report any breach of this policy anonymously through the Bountiful Company Compliance Hotline.
  - 3.6. If you are unsure about whether a particular act, the treatment of workers more generally, or their working conditions within any tier of Bountiful Company's supply chains constitutes any of the various forms of modern slavery, raise it with your manager, the Chief Compliance Officer of Bountiful Company, the Bountiful Company Legal Department or anonymously through the Bountiful Company Compliance Hotline.
  - 3.7. Bountiful Company aims to encourage openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken. Bountiful Company is committed to ensuring no one suffers any detrimental treatment as a result of reporting in good faith their suspicion that modern slavery of whatever form is or may be taking place in any part of our own business or in any of our supply chains. Detrimental treatment includes dismissal, disciplinary action, threats or other unfavourable treatment connected with raising a concern. If you believe that you have suffered any such treatment, you should inform the Chief Compliance Officer of Bountiful Company or the Bountiful Company Legal Department as soon as possible.
4. Communication and awareness of this policy
    - 4.1. Training on this policy, and on the risk Bountiful Company's business faces from modern slavery in its supply chains, will be provided as necessary.
    - 4.2. Bountiful Company's commitment to addressing the issue of modern slavery in its business and supply chains must be communicated to all suppliers, contractors and business partners at the outset of Bountiful Company's business relationship with them and reinforced as appropriate thereafter.
5. Breaches of this policy
    - 5.1. Any employee who breaches this policy will face disciplinary action, which could result in termination of employment.
    - 5.2. Bountiful Company may terminate our relationship with other individuals and organisations working if they breach this policy.